



## REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<u>Date:</u> 2/22/2017	<u>Interviewer:</u> Mallory Sullivan	<b>RFA #17 – 19</b>
<u>Name of Person(s) Requesting Assistance:</u> [REDACTED]		
<u>Contact Numbers (telephone, e-mail, etc.):</u>		
<u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> Student		
<u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> Concerns regarding discrimination in RA incident investigation (race, sex).		

To the best of your knowledge, please fill out the following:

Interviewee Status:    Male ☒ Female ☐    Administrator ☐    Faculty ☐    Staff ☐    Student **X**  
 Concern Regarding:    Male ☐ Female ☐    Administrator ☐    Faculty ☐    Staff **X**    Student **X**

**Category:** *(Please check at least one)*

<input type="checkbox"/> Age	<input type="checkbox"/> Color	<input type="checkbox"/> Creed	<input type="checkbox"/> Disability	<input type="checkbox"/> Veteran Status
<input type="checkbox"/> Marital Status	<input type="checkbox"/> National Origin	<input checked="" type="checkbox"/> Race	<input type="checkbox"/> Religion	<input type="checkbox"/> Retaliation
<input checked="" type="checkbox"/> Sex/Gender	<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Employment	<input type="checkbox"/> Genetic Information
<input type="checkbox"/> Gender Identity or Expression				

Time Line		
Date	Item	Comments
2/22/2017	[REDACTED] submitted Bias Incident Report	Raising concerns regarding RA [REDACTED] investigation (describes facts of of CARE report [REDACTED]).
2/22/2017	MS call to [REDACTED]	Call to set meeting. Informed wrong number.
2/22/2017	MS email to [REDACTED]	Email to set meeting.
2/22/2017	[REDACTED] visit to EOO	[REDACTED] stopped by the EOO office to talk. MS was unable to meet with [REDACTED] for a full meeting, but talked with him briefly about the concerns in the bias incident report and informed him about retaliation. MS informed [REDACTED] that a full meeting would be best and set a meeting for 3/1/2017. MS wrote appointment information on business card for [REDACTED].
2/26/2017	CARE Report	CARE Report involving concerns about [REDACTED] from Resident [REDACTED].
2/26/2017	CARE Report	CARE Report involving concerns from [REDACTED] about Resident [REDACTED].
2/26/2017	CARE Report	CARE Report involving concerns [REDACTED] about Resident [REDACTED] [REDACTED] -

		██████.
3/1/2017	EOO Appointment	██████ did not show for appointment
3/2/2017	MS email to ██████	Email to reschedule missed appointment. Hailey Chittick coordinated appointment ██████ did not respond to email offering appointment.
3/7/2017	██████ email to MS	"We have news in, I was verbally threatened by a resident's boyfriend, who is related to my complaint. Can I meet sometime this week ASAP?"
3/8/2017	MS email to ██████	Email to schedule meeting.
3/9/2017	██████ email to MS	██████ would prefer to wait until spring quarter to meet.
3/10/2017	MS email to ██████	Set appointment for 3/28/2017 (first week after spring break).
3/10/2017	██████ email to MS	██████ confirmed 3/28 appointment.
3/28/2017	EOO Appointment	██████ did not show for appointment.
3/29/2017	██████ visit to EOO	██████ stopped by EOO and said he did not wish to reschedule.
3/30/2017	MS email to ██████	Confirming that ██████ does not wish to reschedule and informing that EOO is still available to meet with him if he has continued discrimination concerns.
3/31/2017	██████ visit to EOO	██████ stopped by EOO. MS briefly spoke with ██████ who was concerned about a recent adjustment to his housing. MS asked ██████ if he would be willing to schedule an appointment to meet with him to hear more about his concerns. Student agreed and said that next week (week of 4/3/2017) would work for his schedule).
3/31/2017	MS email to ██████	Email with appointment 4/5/2017 asking ██████ to confirm appointment
3/31/2017	MS & SGS call to Scott Leppla	Call to inquire about housing issue. Issue was resolved, at least in part.
4/5/2017	MS and MC meet with ██████	MS and MC met with ██████ at EOO office to discussed concerns raised in bias incident report. ██████ shared that he felt that his RA ██████ discriminated against him, as a white male, when he asked other ██████ residents if they "were aware of anymore instances of ██████ racially profiling people." ██████ believes RA ██████ made this statement after drawing conclusions about ██████ because he is a white male. ██████ felt that ██████ was drawing a conclusion about him that was incorrect and that ██████ was calling him a racist, which offended him. MC and MS explained the RA follow-up process and how RAs are required to look into reports to determine what occurred when residents come to them with concern. Here, this could have been RA ██████ looking into this more, as opposed to drawing conclusions ██████ understood this. As next steps, ██████ expressed that he wanted RA ██████ to be required to take a political science class or for EO to remove ██████ from his RA position. MC and MS explained to ██████ that those are not typical outcomes from our office and were not outcomes that we could guarantee. MC and MS explained that we would be willing to have a follow-up conversation with RA ██████ about the impact of his statements on ██████ and to follow-up with ██████ about that meeting. ██████ agreed on these next steps.
4/14/2017	MS met with ██████	MS spoke with RA ██████ regarding the concerns ██████ shared about leading residents to a conclusion by asking if they "were aware of anymore instances of ██████ racially profiling people." ██████ acknowledged that he could have worded the questions differently, but stated that he was inquiring into multiple concerns raised from residents about culturally insensitive comments from ██████. RA ██████ looked into the concerns, which ultimately



		<p>did not result in sanctions for [REDACTED]. RA [REDACTED] shared that the group of students [REDACTED] was hanging out with before “just seems to have a lot of drama” and that even though [REDACTED] does not spend time with them anymore that they have had new issues that have come up. When the initially learned that [REDACTED] has a short fuse” they may have teased him about this with small things that would set [REDACTED] off. RA [REDACTED] shared that [REDACTED] appears to be doing well now. MS shared information about the role of the EO office, confidentiality, and retaliation.</p>
4/27/2017	MC and MS met with [REDACTED]	<p>MS and MC explained what RA [REDACTED] shared, that he could have worded the questions differently, but his purpose was to follow-up on concerns raised by other students [REDACTED] was informed that other students had talked to [REDACTED] about concerns re: [REDACTED] and comments he had made (such as those about [REDACTED]) and that [REDACTED] question was not based on his own personal concerns about [REDACTED] understood this and had previously thought that [REDACTED] “had something against” him [REDACTED] was satisfied with this outcome and glad that a conversation took place with [REDACTED] was asked if he had anymore questions or concerns about this issue and he stated that he did not.</p>